JOB DESCRIPTION

Job Title: Senior System Tester

Grade: D

Department: Bank Technology

Main purpose of job:
To provide hands-on testing and quality assurance across CAF Bank technology change, working with colleagues, business stakeholders, delivery teams and third-party suppliers to design, execute and evidence appropriate testing. As a senior member of the function, the role provides testing expertise, supports less experienced testers and takes a lead role in assuring complex testing activities and supplier-delivered test evidence. The role helps provide confidence that solutions meet agreed business, functional, non-functional, operational, security and regulatory requirements, align to CAF Bank standards, and are ready for safe implementation.

Responsible to: Test Manager - CAF Bank Tech

Budgetary responsibilities: No direct department budget responsibilities

Responsible for (staff/jobs): No direct line management responsibility, provides day-to-day guidance and peer support to testers and delivery colleagues

Key Job Responsibilities:

- Lead hands-on, risk-based testing for assigned complex changes across new systems, enhancements, integrations, data migrations, reporting solutions and operational processes.
- Review requirements, acceptance criteria and solution information to identify test conditions, coverage needs, dependencies and gaps.
- Design, maintain and execute clear, traceable test cases, test scripts and test data, recording results and retaining evidence to support governance, auditability and informed sign-off.
- Apply CAF Bank testing standards, methodologies, tools and quality controls throughout the delivery lifecycle.
- Validate functional, non-functional, operational, security, regulatory and business-readiness requirements at the level appropriate to the change.
- Raise, investigate, retest and manage defects through to resolution, using API tools such as Postman and reviewing application, integration and platform logs where appropriate to diagnose issues and evidence outcomes.
- Work with business stakeholders to prepare for and support business acceptance testing, ensuring outcomes and residual risks are clearly evidenced.
- Identify and escalate testing risks, issues, assumptions and dependencies through the Test Manager and relevant project governance.

- Build effective working relationships with analysts, project colleagues, technology teams, business stakeholders and third-party suppliers.
- Provide testing expertise, peer review, coaching and practical support to System Testers, helping embed consistent standards and improve test quality and assurance.
- Review third-party supplier test plans, test scripts, execution evidence, defect information and completion reports, and provide evidence-based challenge where these do not meet CAF Bank Tech standards or agreed requirements.
- Where supplier testing is relied upon, perform proportionate assurance, including traceability checks, evidence sampling, witness testing and targeted independent testing, rather than duplicating supplier delivery without clear value.
- Support the Test Manager with delivery-readiness assessments, quality recommendations, testing demand and continuous improvement of testing practices.
- Maintain an understanding of CAF Bank's technology landscape, architecture, applications, controls and regulatory context to support appropriate test coverage and solution quality.
- Contribute to quality metrics, testing documentation and knowledge repositories, supporting continuous improvement across the System Testing function.
- Contribute to the development of CAF Bank's future test automation capability, working collaboratively with the Test Manager and wider testing team to evaluate suitable tools and approaches based on business needs, technical fit, maintainability, governance and security.
- Undertake additional duties as reasonably required by the organisation.

CAF Values and Behavioural Indicators

The CAF Values and Behavioural Indicators set out in a transparent and consistent manner the explanation of the performance expectations of all CAF People. Through the use of common language and common standard, it combines a set of behaviours with the required technical skills and knowledge needed to effectively perform in any given role in CAF. This is used for the assessment, management and development of performance of all our people across CAF

Please refer to the link: CAF values and indicative behaviours for the CAF Values and Behavioural Indicators.

Date: November 2026

PERSON SPECIFICATION

Job title: Senior System Tester

Date: November 2026

Attributes	Essential	Desirable	How Evidenced
Experience			
• Responsible to project manager or more senior personnel for progress and implementation of tasks.	✓		EC
• Will have been involved in the complete project cycle of at least two significant projects	✓		EC
• Experience of testing technology change within a controlled delivery lifecycle	✓		A/C
• Experience of reviewing and assuring third-party supplier testing deliverables and evidence	✓		A/C/T
• Requirements-to-test traceability and test coverage management	✓		A/C/T
• Defect management and quality metrics reporting	✓		A/C/T
• Integration, data migration and end-to-end testing	✓		A/C/T
• Knowledge of information security, regulatory and data protection requirements relevant to technology change	✓		A/C
• Ability to provide constructive, evidence-based challenge to delivery teams and suppliers	✓		C/T
• Interest in helping establish and develop appropriate test automation, including openness to evaluating emerging testing tools and AI-assisted capabilities; extensive automation-framework experience is not essential	✓		A/C
• Experience of leading complex testing activities and providing peer review or coaching	✓		A/C
• Ability to provide delivery-readiness assessments and quality recommendations	✓		C/T
Qualifications			
• ISTQB software testing qualification or equivalent relevant professional development		✓	E
• Experience of customer, financial, accounting or banking systems	✓		E
• Practical technical testing knowledge, including web API testing with Postman or similar tools, interpreting HTTP responses and payloads, and reviewing logs to support diagnosis and assurance	✓		E
Specialist Skills/ Ability/Knowledge			
• Test case development and design	✓		EC
• Functional Test script development and execution	✓		EC
• Non-Functional Test script development and execution	✓		EC
• Interest in contributing to the development of appropriate test automation; extensive automation-framework experience is not essential	✓		EC
• Test data preparation	✓		EC
• Knowledge of API testing tools such as Postman or SOAP UI, and the ability to review application, integration and platform	✓		EC

logs to support diagnosis and assurance • SQL or similar data-query skills	✓		EC
Communication			
• Strong written and verbal communication skills	✓		EC
• Ability to explain technical findings, facilitate discussions and work effectively with business stakeholders, delivery teams and suppliers	✓		EC
• Ability to promote quality within IT and to the wider community	✓		EC
Personal Qualities			
• Gravitas / credibility	✓		EC
• Self-starter with a high level of motivation	✓		EC
• Precise	✓		EC
• Delivery-focused	✓		EC
Prior to Appointment			
• Credit Check	✓		R/E
• Dow Jones Check	✓		R/E
• Basic DBS Check	✓		R/E
• Employment References	✓		R/E
• Medical Clearance	✓		R/E
• Right to Work in the UK	✓		R/E

Key
R = References, **E** = Evidence/Certificates , **A** = Application, **C** = Competency Interview, **T** = Testing/Assessment

✓ *Tick either the Essential or Desirable column as appropriate for each attribute*
† *Insert the code from the key below for how you intend to assess this requirement e.g. at interview, via references etc.*